Affirmative Action

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 Affirmative action is a policy which ensures that everyone who has been a victim of discrimination gets equal opportunities. It was established by President Johnson. Ever since the affirmative action came into existence in the early 1960s it has progressed into a law that is surrounded by great controversy. The reason behind the initiation of the action was quite positive. President Johnson wanted to ensure that there was no discrimination based on class, race and gender in schools and workplace. The idea was never to give priority or opt for favoritism. The only agenda was that every single person gets evaluated equally based on their potential. America is still in need of affirmative law. One of the biggest reason behind this fact is that the discrimination that happened in the past still has a profound effect on the future. Some people still suffer based on their gender and color.

There is a debate that the attitude of society has changed lately. However, the discrimination that people faced in the past has led to poverty. The poverty and the gap it created needs to be tackled with the help of affirmative law. Nowadays, the majority of people in the United States support diversity. Having said that, due to the unfortunate past there is less diversity in schools (Haynes & Alagaraja, 2016). This fact has a significant impact on the overall status of the minorities of the country. There are fewer people of color in the top positions of major firms. Nowadays, the reason for this gap is not mainly racism. The core reason behind this misbalance is the lack of opportunities that people of color got in the past. Due to lesser opportunities, not a lot of minorities were able to get the education that is needed for jobs today.

Lastly, many people claim that discrimination is not accepted in today's society. However, the cases that Shirley J. Wilcher the director of the American Association for Affirmative Action has shown as proof of people still suffering today cannot be ignored. So, it is not like America has been swept clean of racism (Espinoza, 2017). Hence, to create balance and equal opportunities, America still needs affirmative action.

Affirmative action, in general, will bring a lot of benefits in both schools as well as the workplace. When the recruiting team keeps diversity under their consideration they are taking a step towards a more progressive workplace environment. One of the main reasons for it is that diversity has an impact on interpersonal relationships. The entire setup of how the supervisors and managers interact with one another, and how the staff networks improve overall. Further, having diversity in the workplace also promotes the productivity of the human resource department. There is no doubt in the fact that having diversity in the workplace can help companies gain a competitive edge in the global market. When a company targets a more varied segment, an input from a very inclusive perspective can be taken from the employees.

Further, HR expertise can help figure out where to place diverse applicants. This step is essential to take the employees to their potential. One of the best examples of that is, if a company wants to start a tech-savvy project they will probably put together the millennial generation. They will not ask an employee to form the older generation to be part of the group. Similarly, if a company wants to know about what triggers the Indian market, they will ask an Indian employee. Mostly organization look at the HR department for diversity training. The main idea is for HR to give in-house training so every employee is more inclusive (Weiss, 2018). The supervisors and managers benefit from this nature of training regardless of the employee being from a minority group. Lastly, HR must look for a more varied pool of candidates to enrich the culture of the organization. Recruiting black applicants’ fresh out of colleges, or targeting women can help achieve that. Further, the company can simply post and add which showcases equality to help get the attention of the diverse group.

**References**

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